



St Eval Area Community Action Forum

DISABILITY DISCRIMINATION ACT POLICY

1. With the creation of this policy SEACAF aims to act specifically to:

- Eliminate discrimination;
- Eliminate harassment related to disability;
- Promote equality of opportunity between disabled people and others ;
- Promote positive attitudes towards disabled people;
- Encourage participation by disabled people in public life;
- Take steps to take account of disabled people's disabilities even where it involves treating disabled people more favourably than other people.

2. Under the terms of the Disability Discrimination Act, it is unlawful to discriminate against disabled people.

An organisation discriminates if:

- It treats a disabled employee, client or other less favourably than another for a reason related to their disability and without justification
- It fails, without justification, to take responsible steps to avoid placing disabled employees, clients and others at a substantial disadvantage.

This duty is often known as the 'reasonable adjustments'duty.

3. This policy for Disability Access supports this by:

- Promoting equality of opportunity for all disabled people;
- Ensuring the governing body is responsible for the implementation of the DDA duties through monitoring and tracking DDA through the implementation of this policy;
- Ensuring all directors, workers and volunteers are aware of how the duties should be implemented in their specific areas of responsibility;
- Recognising the needs of all community centre users;
- Ensuring provision is planned to provide safe entry and exits from the building;
- Seeking views and responses from our stakeholders

4. To ensure fulfilment of this policy, SEACAF will:

- Think ahead and anticipate the barriers disabled community centre users may face and remove or minimise them;
- Make reasonable adjustments to ensure all community centre users have access to the community centre;
- Ensure that information provided in writing for those who are not disabled is available in alternative formats if required;
- Ensure full and adequate disability access and exit from the building e.g. ensuring all access/exit doors and ramps comply with DDA requirements.

- Report developments of accessibility plans annually.